

Current Event Research Paper

4 pages | 784 words

The research paper I found to discuss was a study done on motivation in the work place in a hotel in Konya, Turkey. Since I am currently in the hotel industry I find it very interesting that these individuals were able to conduct a mathematical analysis of what drives employees to stay committed in the work place. The three factors they tested to see which had the highest effect on employees were intrinsic motivation, extrinsic motivation, and work motivation. In this study they had employees fill out a survey based on a 5-point scale that consisted of a list of questions pertaining to their work environment and the outcome of certain situations. This study was based on a single 5 star hotel that contained about 500 employees, only about 120 participated in the study. Researchers broke the results down into a mathematical problem that started equal for each of the three factors but then increased/decreased based on test results.

They also had a percentage breakdown of age range and gender so you knew the different variables they were working with. The problem they were trying to solve was to see how to keep employees from leaving a company since employee turnover is much more costly than keeping long term employees. I know from my experience that employees need motivation when at work especially in an industry as difficult as hospitality. This test was important to conduct because as managers and supervisors we need to know what keeps our employees going and striving. The result of this study proved to be very informative and helpful when better understanding employee's basic needs. Researchers were able to find out what the most important factor is and what the least important factor is for employees when we are trying to keep them committed to a company.

The first result of this study showed that intrinsic was the most important motivational factor. This means that employees value being treated as a human more than anything else. Instead of treating employees like they are just a working piece of a machine, they want to know that they are viewed as a social human beings who are important to the organization as a whole. I know from personal experience in this industry that this result is spot on, you can give employees raises but if they don't feel appreciated within your company or even just your department then they will shut down.

This is a very important result to see so that management can see that basic respect of employees by their leaders makes all the difference. The second most important factor for commitment showed to be extrinsic motivation. I was surprised to find that this actually wasn't the highest result since people generally work towards moving up at their job. This result showed that it is important to reward employees with promotions, salary increases, etc. which I feel is basic common knowledge that you should have as a manager. In my hotel I reward my employees with incentives for receiving good guest reviews which I feel is important to...

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Jiyuan Zhang



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